Emergency Management Institute

FEMA

This Certificate of Achievement is to acknowledge that

PAUL D ROBERTS

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00100.c
Introduction to Incident Command System, ICS-100

Issued this 5th Day of March, 2020

AUTHORIZED IACET PROVIDER

Michael J. Sharon
Deputy Superintendent
Emergency Management Institute
Federal Emergency Management Agency

0.2 IACET CEU

Certificate of Course Completion

This is to certify that Paul Dale Roberts

has completed Excellent Customer Service.

Date:

February 9, 2021

CPS HR Consulting

PRINT

Certificate of Course Completion

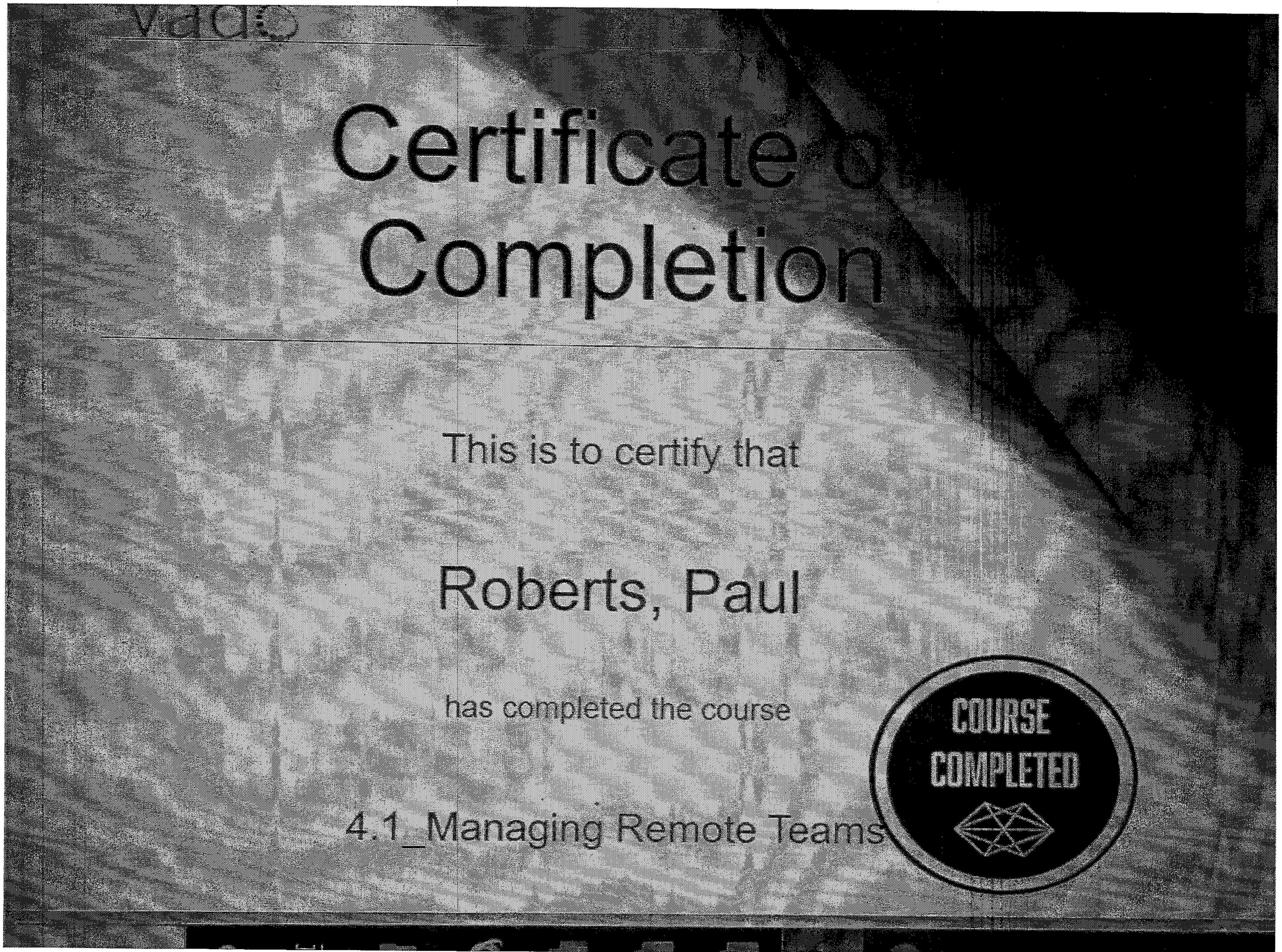
This is to certify that Paul Dale Roberts

has completed Communicating Effectively.

February 9, 2021

Congratulations!
CPS HR Training Team

PRINT


Certificate
Completion
This is to certify that
Roberts, Paul
has completed the course
4.1_Managing Remote Teams
COURSE
COMPLETED

Certificate of Completion

This is to certify that

Roberts, Paul

has completed the course

4.1_Managing Remote Teams

COURSE COMPLETED

Certificate of Completion

This is to certify that

Roberts, Paul

has completed the course

An Introduction to Performance Development

Center for Domestic Preparedness &

Office for Bombing Prevention

Certify that

Paul Dale Roberts

successfully completed the

IED Awareness and Security Procedures

(1.00 Contact Hours)

Issued this 21st day of February, 2020

CISA

David W. Williamson
Chief, Counter-IED Training & Awareness Section
DHS/CISA Office for Bombing Prevention

FEMA

Tony Russell
Superintendent
Center for Domestic Preparedness
Federal Emergency Management Agency
U.S. Department of Homeland Security

1-2043-00001540-0000044427-0004-3

Ethics Training for State Officials

Certificate of Completion

Date of Completion: 03/08/2021 **Training Time:** 01:44 hours

This course is offered by the Attorney General and the Fair Political Practices Commission to satisfy the ethics training requirem[illegible] officials. (Government Code section 11146 et seq.)

Course completed with these optional components:

4.30(a). Section 1090 as Applied to Multi-Member Bodies
4.42. Part H: Constitutional Ban on Representation of Clients Before State Agencies
5.24. Special Restrictions on Personal Loans
5.25. Free Transportation from Transportation Companies
5.84. The Prohibition on Mass Mailings: General Rule
6.4. Part B: Campaign Contributions and Government Decision-Making
6.8. Part C: Holding Incompatible Offices
7.13. Part C: Open Meetings for State Boards and Commissions
7.21. Fundraising Disclosure for Legislative, Governmental [illegible] Purposes ("Behested Payment" Reports)

By signing below, I certify that I fully reviewed the content of this online course.

Paul Roberts
Participant Name

Participant Signature

Fish and Wildlife
Agency Name

NOTE TO PARTICIPANT: If you are fulfilling your agency's ethics training requirement, make sure you are following your agency's [illegible] procedures. Your agency may also require you to review its incompatible activities statement or other conflict-of-interest [illegible]

Ethics Training for State Officials

Certificate of Completion

Date of Completion: 03/08/2021 **Training Time: 01:44 hours**

This course is offered by the Attorney General and the Fair Political Practices Commission to satisfy the ethics training requirement for state officials. (Government Code Section 11146 et seq.)

Course completed with these optional components:

- [illegible] Section 1090 as Applied to Multi-Member Bodies
- [illegible] Part B: Constitutional Ban on Representation of Clients Before State Agencies
- 5.24 [illegible] Restrictions on Personal Loans
- 5.25 Part [illegible] Transportation from Transportation Companies
- [illegible] The Prohibition on Mass Mailings: General Rule
- [illegible] Part [illegible] Campaign Contributions and Government Decision-Making
- 6.8 Part C: Holding Incompatible Offices
- 7.15 Part C: Open Meetings for State Boards and Commissions
- 7.21 Fundraising Disclosure for Legislative, Governmental, or Charitable Purposes ("Behested Payment" Reports)

By signing below, I certify that I fully reviewed the content of this online course.

Paul Roberts

Participant Name

Participant Signature

Fish and Wildlife

Agency Name

NOTE TO PARTICIPANT: If you are fulfilling your agency's ethics training requirement, make sure you are following your agency's required [illegible]. [illegible] may also require you to review its incompatible activities statement or other conflict-of-interest laws specific to your agency. Please retain a copy of this certificate for five years.

Certificate of Course Completion

This is to certify that Paul Dale Roberts

has completed Communicating Effectively.

February 9, 2021

Congratulations!
CPS HR Training Team

PRINT

vado

Certificat
Completio

This is to certify that

Roberts, Paul

has completed the course

4.1_Coaching Others—The Basic

2021/6/4

COURSE
COMPLETED

vado

Certificate o[f] Completion

This is to certify that

Roberts, Paul

has completed the course

4.1_Classic Leadership with a Virtua[l]

COURSE COMPLETED

2021/6/4

vado Certificat

Completio

This is to certify that

Roberts, Paul

has completed the course

4.1_Building Trust in the Virtual Enviro

2021/6/4

COURSE COMPLETED

Certificate of Completion

State of California

Department of Human Resources Statewide Talent Development

hereby awards:

Paul Roberts

this Certificate of Completion for the training course

Beyond the Pandemic: The Hybrid Workforce 6/1/2021 - 7/13/2021

Completed on the day of

6/4/2021

John Sanborn
Chief Learning Officer
California Department of Human Resources

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES · CALHR ·

Certificate of Completion

This is to certify that

Roberts, Paul

has completed the course

4.1_Accelerate the Acceptance of Organization Change

Emergency Management Institute

FEMA

This Certificate of Achievement is to acknowledge that

PAUL D ROBERTS

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00200.c
Basic Incident Command System for Initial Response

Issued this 25th Day of June, 2020

IACET

0.4 IACET CEU

Dr. Jeff Stern
Superintendent
Emergency Management Institute
Federal Emergency Management Agency

vado

Certificate o Completion

This is to certify that

Roberts, Paul

has completed the course

4.0_Team Communication Expecta

COURSE COMPLETED